

Negotiations begin on faculty salaries

The University of Toronto Faculty Association has proposed to the administration a raise of about 15 percent for 1986-87 plus improved benefits including the total salary for professors and librarians on research leave.

The association is asking for an increase to match the Consumer Price Index for the current academic year (which has been predicted as about four percent) and, as well, reinstatement of the catch-up factor begun in 1982-83 as the result of recommendations by arbitrator Kevin Burkett but dropped in subsequent years on account of wage increase limits imposed by the provincial government.

"Burkett said 25 percent was

needed and we got six," said UTFA president Michael Finlayson. "We've lost about two percent since then." The association is asking for 10.75 percent, or about half the catch-up it feels it is entitled to, for next year.

Asked how the University would be able to pay its faculty more than the four percent increase it is to receive from the provincial government for operating expenses, Finlayson said in an interview that an imaginative solution like the phasing in of an increase in steps over a year could doubtless be found. He added: "Ability to pay is a management problem. Ability to live is our concern."

Noting that the administration seems to be able to find the money

required for its priorities, he said that the president, the vice-presidents and the vice-provosts got the largest percentage increase for this year: 6.4 percent compared with 4.75 percent for a faculty member who has a salary over \$60,000 and average PTR (progress through the ranks).

The association will oppose any move by the administration to increase what it calls merit pay at the expense of PTR. Finlayson maintains that PTR is merit pay. The meritorious, he says, are not necessarily only those whose performance is above average. "Half of our people are below average. Half the administration are below average. That's the nature of an average. It's assumed that most people will get some merit increase because if people have no merit they should be fired."

Last year a special merit component was introduced in salary increases. Out of 2,460 faculty members and librarians, 650 received special merit increases, some of which were one-time-only awards. Finlayson regards the scheme as a step backward and a blow at the collective agreement because those who decide who does and does not deserve a merit increase are not accountable to those below

them and because, unlike PTR, the decisions are not grievable.

PTR, he says, is a systematic and responsible way of distributing merit increases. "Everyone knows how the money is distributed. If you got \$1,000 and the average was \$1,600, you knew where you stood." He acknowledges that PTR is mostly given to everyone, but maintains that it can be used in a more discriminating way and that a second merit scheme is not needed.

However, the administration seems to be attempting to strengthen the new merit scheme. President George Connell has told Finlayson that the provost's office has developed a number of new proposals on salary structure that will give additional recognition to significant achievements. (See letter, page 15.)

Negotiations on salary and benefit increases for 1986-87 began last week. Dean Robert Prichard of the Faculty of Law is head of the administration's negotiating team. Also on the team are Ted Chamberlin, principal of New College, David Cook, vice-provost, Ron Williams, principal of Scarborough College, and Karen Gorsline of the Personnel Department. Professor Jack Wayne of the Department of Sociology is chief negotiator for the faculty association. On his team are Finlayson, Bonnie Horne, a librarian, Professor Claude Brodeur of the Faculty of Education and Suzie Scott, UTFA's executive assistant.

UNIVERSITY OF TORONTO

Bulletin

No. 9 39th year

Monday, December 16, 1985

Draft memorandum of agreement sent to UTSA members

The University of Toronto Staff Association (UTSA) is circulating among its members a draft copy of a memorandum of agreement with a view to formalizing collective negotiations with the administration.

The agreement is similar to the one between the faculty association and the administration, but there are some major differences. One is the inclusion of the entire staff as dues-payers, though not necessarily as members. The reason, says UTSA president David Askew, is that there is much less turnover in the faculty than there is in the staff.

The UTSA board decided that since there is less flexibility for staff than for faculty all the policies regulating working conditions should be included in the agreement but be subject to improvements that would be negotiated on an annual basis.

Members are being asked to comment on the proposed agreement and to answer specific questions about the incorporation of policies and the proposal that all staff members pay dues to UTSA as a condition of employment. UTSA is also asking its members whether they wish, like the faculty association, to have an agreement outside the Ontario Labour Relations Act, whether they prefer an agreement covered by the Act, or whether they want voluntary recognition under the Act before entering into negotiations with the administration on an agreement.

The board is hoping to have an agreement in place in time for negotiations on salaries for 1987-88. After the members' responses are gone through and appropriate revisions are made, constituency meetings will be held in

January to explain the document as well as to discuss proposals for salaries and benefits for next year. A general meeting of the association will be held

on Feb. 13 at which the agreement will be presented for approval. If it is approved, it will be sent on to Governing Council.

Nixon, U of T under attack at OISE protest rally

by Judith Knelman

Provincial treasurer Robert Nixon has every intention of pushing a bill through the legislature that would merge the Ontario Institute for Studies in Education in the University of Toronto. His Oct. 24 budget announced that as a measure to avoid duplication and save taxpayers' money OISE's budget would be transferred to U of T. Nixon said at a protest rally Dec. 5 held at OISE for supporters of the institute that the transfer is "just the beginning" of a government effort to reduce the university system in size and increase its efficiency. The leaders in the system can't do that on their own, he said, because they might be cutting away their own positions.

"Rationalization of the post-secondary system has got to occur. Pressure for more money for post-secondary education is valid and very strong. The system has got to be renovated at least in some significant degree."

He explained that the duplication referred to in his budget was that on each side of Bloor Street there is an institution with an important educational research component and a board of governors. U of T needs strengthening in educational research and community service; OISE needs the authority to grant degrees. OISE

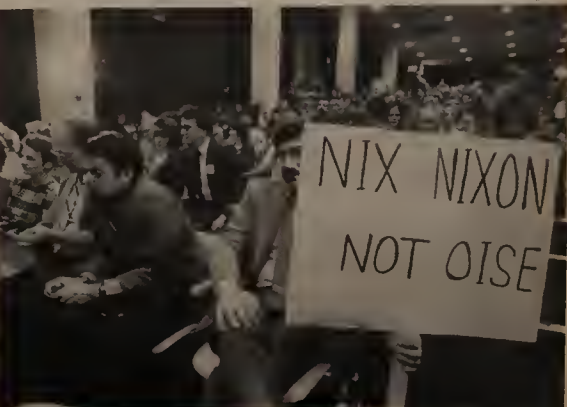
would be strengthened if it were joined administratively to U of T, he said.

Nixon was hissed, but two other politicians at the rally, Larry Grossman and Bob Rae, were cheered as they indicated that the Conservatives and New Democrats would see

to it that the bill did not go through.

Grossman promised that the Conservatives would demand a legislative review of OISE if the government insists on going ahead with its plan. He said the maximum saving to the taxpayer if OISE were transferred to

Continued on Page 2



Sign held by front-row protester reflects the mood of the crowd at the OISE rally. Nixon was accused of decreeing OISE's demise by forcing a transfer to U of T.

Inside

Social scientists are seen as "shortsighted, unrealistic and selfish", says the head of SSHRC 8

Students sadder, poorer, but wiser in tale of the Christmas tree that wasn't 5

OISE

Continued from Page 1

U of T would be \$200,000 a year.

Referring to the number of seats held by the NDP, the Conservatives and the Liberals, Rae pointed out that 25 plus 51 is more than 48. "It will be defeated in the legislature and that will be the end of that."

Rae said defeat of the bill is only part of the NDP's goal for OISE. His party wants to make sure that OISE not only survives but thrives — and not merely as part of another institution that has a different set of objectives. OISE's "existence as a separate, unique institution should not be negotiated away any more than it should be legislated away," he said. Earlier, Bill Jones, president of the Ontario Confederation of University Faculty Associations, told the overflow crowd of more than 500 OISE supporters that a transfer would effectively mean the closure of OISE since U of T would have to use part of OISE's budget to finance its other operations.

A fact sheet by Malcolm Levin, past president of the OISE faculty association, explains that U of T has a larger proportion of graduate students at OISE than it does OISE faculty. In 1983-84, according to the fact sheet, 25 percent of the University's graduate students were at OISE being taught by less than 10 percent of the graduate faculty of the School of Graduate Studies. Levin estimated that 20 to 40 percent of the revenues earned by OISE would be set aside to meet the University's other financial obligations.

Another fact sheet makes plain the fear that if OISE were controlled by U of T there would be more emphasis on academic standards and less on public education, so that the educational network built up by OISE throughout the province over the past 20 years would cease to exist.

"The transfer of OISE to the University of Toronto means termination," said Mary Alice Guttman, president of

the faculty association. "We are shocked and angry."

Defining the institute as a people's university that has a cooperative relationship with public education, she stressed that it could not retain its "special uniqueness" if its budget were handed over to U of T. She and her colleagues now "have one foot in academia and one foot in the community". She said OISE's academic achievements are recognized internationally, and its research, field services and workshops meet the practical needs of teachers, school boards and government.

"I can't believe this zest and determination would survive amalgamation with the factory to the south of us," said writer and broadcaster June Callwood. "U of T may need OISE in these years of its declining prestige, but the reverse is not true."

Noting that the feminists of Canada depend on OISE's women's educational resource centre and centre for women's studies in education for research and analysis, Callwood praised the institute for its passionate concern for social commitment. She urged the government to admit that it had made a mistake.

OISE's director, Bernard Shapiro, did not attend the rally. On Nov. 14 he had told U of T's Academic Affairs Committee that though he wished the government had not intervened he regarded Nixon's announcement as an opportunity for the development of a creative organization through a sharing of the intellectual resources of the two institutions.

Earlier, President George Connell had told the committee the situation provides an opportunity for the two organizations to create a truly great centre for research and teaching in education. Some of OISE's resources would be applied to the Faculty of Education, which in turn, he said, would play a larger role in OISE's programs.

Stefan Dupré wins IPAC Vanier Medal

Professor Stefan Dupré of the Department of Political Science has been awarded the Institute of Public Administration of Canada's Vanier Medal for his leadership as an adviser to governments. He is the second person from U of T ever to have won the award since it was begun in 1962, the first being J.E. Hodgetts in 1981.

"Governments demand his services so much," said J.M. Galimberti, executive director of the institute. "A lot of people think academics are pure theorists, but he applies analytical skills in a very practical way."

Dupré, 49, has been active as an adviser to federal, provincial and municipal governments and in university administration as well as on granting councils, tribunals and royal commissions. He has been chairman of the Department of Political Economy, director of the Centre for Urban & Community Studies and associate dean of the School of Graduate

Studies. In 1981 he won the Alumni Faculty Award for academic excellence and service to the community. From 1974 to 1977 he was chairman of the Ontario Council on University Affairs.

He is chairman of the Ontario government's task force on financial institutions and was chairman of the Royal Commission on Matters of Health & Safety Arising from the Use of Asbestos in Ontario, which reported in 1982. He has served on the National Research Council of Canada and the Social Sciences & Humanities Research Council of Canada and was a consultant on intergovernmental finance and editorial director of the Ontario Committee on Taxation in the 1960s.

The medal was presented at Government House in Ottawa by Governor-General Jeanne Sauvé on Dec. 10.

Scholarship honours political scientists

The Department of Private Funding has announced the creation of a scholarship fund in honour of two former U of T political science professors, Alexander Brady and MacGregor Dawson. The endowment fund will provide an annual scholarship beginning in 1989-90 for a graduate student in political science.

An anonymous donor has pledged \$30,000 to the fund, and organizers are seeking further donations, which may be made to the Alexander Brady/MacGregor Dawson Fund, c/o the Department of Private Funding, 455 Spadina Ave., Suite 305.

Brady, a native of Ireland, moved to Canada as a boy. He graduated from U of T in 1919 and became a lecturer in 1927. He went on to become one of the country's outstanding authorities

on Commonwealth constitutional history and international relations. Brady died Nov. 7.

Dawson was born in Bridgewater, N.S., graduated from Dalhousie University and became a political science professor at U of T in 1937. Among several books he produced was the first official biography of Prime Minister William Lyon Mackenzie King, which was published in 1959, one year after Dawson's death.

Dawson was the first to introduce Canadian government as a university subject and U of T students and graduates probably remember him best as author of the text *The Government of Canada*, first published in 1947 and still in use.

Andrew Szonyi on Science Council

Professor Andrew J. Szonyi has been appointed to the Science Council of Canada.

The appointment was announced by

the minister of science and technology, Frank Oberle, in November. The Science Council, which the federal government set up in 1966, advises the government and the public on science and technology policy.

Hungarian-born, Szonyi earned his M.A.Sc. and Ph.D. degrees in chemical engineering at U of T. He is a professor in the faculties of management studies and applied science and engineering. He is also director of the Engineering & Management Centre. Oberle also announced the re-appointment of Professor Geraldine Kenney-Wallace to the council. She is a professor of chemistry and physics at U of T and is chairman of the Research Board.

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Search committee for Erindale principal

A search committee has been appointed by President George Connell to recommend a successor to Principal Paul Fox, whose term of office ends June 30, 1986.

Committee members are: Professors Brian Merrilees, vice-provost (chair); Paul Perron, associate dean, School of Graduate Studies; Robin Armstrong, dean, Faculty of Arts & Science; Ronald Williams, principal, Scarborough College; Paul Rutherford, Department of History; Vincent de Luca, Department of English, Erindale College; Rosamund Vanderburgh, Department of Anthropology, Erindale College; Warren Kalback, Department of Sociology, Erindale College;

W.G. Sprules, Department of Zoology, Erindale College; and Jeffrey Fawcett, geology, associate dean, Erindale College; Frank MacGrath, student representative; David Brown, student representative; Gail MacDonald, student representative; Anne-Marie H. Applin, alumni representative; Tenny Reid, administrative staff, assessor; and Beata FitzPatrick, executive assistant to the vice-provost (secretary).

The committee welcomes nominations and/or comments. These may be submitted to the chair, room 222, Simcoe Hall, or to any member of the committee.

U of T gets \$6,000 from "Angels"

The opening night production of the musical *My Three Angels* on Dec. 2 at the St. Lawrence Centre netted about \$6,000 for the University of Toronto, says Ron Collett, assistant director of private funding.

The money came from the sale of more than 200 seats at \$35 each, minus costs, from a block of seats which David Warrack, the show's pro-

ducer, provided.

Warrack, a member of the committee planning the opening of the Koffler student centre, donated the seats so that funds could be used for further student projects. The money has not been allocated to any specific project yet.

Labour Relations Board upholds RCMFA complaint

After more than five months of deliberation, the Ontario Labour Relations Board has ruled in favour of a complaint by the Royal Conservatory of Music Faculty Association (RCMFA) that the University bargained in bad faith by refusing to discuss association proposals concerning the upcoming separation of the music school.

However, the board did not concur with RCMFA charges that the University delayed the bargaining process and improperly withheld information from the association.

The complaint was filed last July in the wake of five meetings in which U of T labour relations manager John Parker refused to discuss the divestment and future ownership of Conservatory assets on the ground that these were management prerogatives unrelated to employee working conditions.

The RCMFA nonetheless tabled a nine-point separation program for discussion, mailing copies to members of Governing Council.

In a 46-page decision referring to several other recent disputes, the board reasons that because Ontario labour legislation does not classify bargaining proposals as "mandatory" or "directory" in the US manner, there are no restrictions on the content of a proposal from one side or the other, as long as a proposal does not constitute an attempt to defeat the bargaining process itself.

The ruling continues: "If the parties are free to agree that any matter may become part of their collective agreement, it is implicit that each party must be free to table that matter for discussion....In the instant [present] case, then, the respondent [the University] may not refuse to discuss the 'nine-point program'....Quite simply, the parties are bargaining about what is reserved to management; the nine points are not subjects *a priori* off-limits for discussion."

This does not mean the University must agree with RCMFA proposals in their current form or at all, adds the board, but it must reply with an explanation.

In response to the University's contention that the RCMFA was seeking to act on behalf of the Conservatory as an institution rather than as representative of its employees, the board says there is nothing improper about a union attempt to "occupy the high ground" in the interests of broadening its support or introducing novel clauses into negotiations.

At several junctures in the document the board emphasizes that its role is not to evaluate the content of proposals but rather to monitor the bargaining process.

Turning to the RCMFA claim that the University was wrong to withhold internal documents and memoranda related to separation, the board argues that the duty to disclose is "one step removed" from the duty to discuss.

Most disclosure violations involve withheld information that clearly relates to *existing* terms of employment, such as current salary levels. The University was not obliged to reveal information relating to points of negotiation which themselves had not been agreed to.

However, says the board, should both parties agree on the negotiability of separation issues, some of the RCMFA information requests may be valid.

The University was also cleared of the RCMFA charge of delaying negotiations, but it was found culpable in its refusal to bargain pending the outcome of the RCMFA complaint. "To allow a party against whom allegations of bad faith bargaining have been raised to cease negotiations...rewards that party for violating the [Ontario Labour Relations] Act," the board contends.

In any event, negotiations between the University and the RCMFA resumed Nov. 12, after the association successfully applied for a Ministry of Labour conciliation officer. There have been three meetings, the last two, by prior consent, without the conciliator. Both Parker and RCMFA president Irene MacLellan report that progress is steady and the atmosphere is relaxed. The nine-point program items are not yet on the table, but MacLellan said: "We understand they will be very shortly."

MacLellan, who as president sits on the University implementation committee overseeing separation,

characterized the board ruling as "precedent-setting", adding: "It certainly has assisted our negotiations."

Vice-Provost James Keffer, in charge of professional faculties, said the University is not treating the judgement as a loss of face. "We were given to believe that we had a reasonable chance of winning that particular judgement, and certainly we were disappointed when the judgement went against us."

"However, [the decision] really doesn't cast us in the light of being bad citizens. It orders us to bring the nine points to the bargaining table; but

there was a valid question as to whether we should or should not. Nobody was sure, before the judgement came down, which way it was going to go."

"That will not, however, affect the bargaining that we have been carrying out in good faith at the implementation committee level. In fact, if we can get all of the contentious points — the so-called nine points — addressed at the implementation committee stage, it would be a formality to put them forward at the negotiating table. That is really what we are hoping to do."

Retired librarian loses injunction bid

An application by former associate librarian Ritvars Bregzis for an injunction that would have forced the University of Toronto to reinstate him pending a ruling on the legality of mandatory retirement has been denied by the Ontario Supreme Court.

Mr. Justice Coulter Osborne ruled that the application was unrealistic because it did not take into account the impact of such an order on the University.

John Murray, the lawyer acting for U of T, had told the court that until the issue of mandatory retirement was settled the University would have to change its practices, policies, funding and planning if it were required to keep on the faculty all those who did not wish to retire at 65. That would

mean not only not making commitments to new employees but releasing some employees who were not protected by tenure — *i.e.*, support and administrative staff.

The judge said existing policies should remain in force pending the outcome of the trial, which is tentatively set for next April. Bregzis and six professors — two from Laurentian, three from York and one from Guelph — are challenging their enforced retirements on the ground that the Charter of Rights and Freedoms protects them from discrimination on account of their age. It is expected that the case will take two years to get to the Supreme Court of Canada for a final and definitive ruling.



Left to right, back row: Marion de Courcy-Ireland, Margaret MacAulay, Chris Johnson, Judith Knelman, Sandra Sarner. Centre: Nancy Bush. Front row: Steve Behal, Catherine Armstrong, Arthur Kaptains, Norma Vale.

Next Bulletin

The next issue of the *Bulletin* will be published on Monday, Jan. 6.

The deadline for receipt of events and hooking of display ads is December 16.

Editorial material and classified ads should be in the *Bulletin* offices at 45 Wilcocks St. by December 20.

Earp disappointed at lack of interest in U's at first ministers' conference on financing

The regrettable characteristic of the federal position on education funding at the recent first ministers' conference was not so much its parsimony as its non-existence, according to Council of Ontario Universities chairman Alan Earp, who accompanied Premier David Peterson to Halifax.

"The most disappointing thing to me was the lack of any evidence whatever of federal interest," said the Brock University president in an interview last week. "One can sympathize with their emphasis on the bottom line, the reduction of the deficit, but nowhere did they use the opportunity to say we really are interested in post-secondary education in Canada."

The closest thing to an exception, Earp said, was Prime Minister Brian Mulroney's contention during a heated exchange with Peterson that federal government leaders are "as concerned about hospitals and classrooms as

anyone else."

Earp said the federal lack of interest at the conference seemed to reflect a fundamental outlook rather than a temporary strategy. "Traditionally the universities have been supported by the federal government, the provincial governments, and by individuals. It looks as though the feds are saying: 'This is a provincial matter, and we leave it to you — we don't care what you do with the money as long as there is less of it.'"

High on the agenda at the conference was the reduced schedule of increases in EPF (Established Programs Financing) transfer payments announced in the federal budget last May. There was no official discussion of the much-recommended option of earmarking federal transfer payments for specific uses, Earp said.

As for the impact of the federal stand on Ontario universities, Earp said Ontario treasurer Robert Nixon

has assured COU that EPF cuts will not be applied automatically to operating grants from the province to universities. "But his public position has to be that any reduction in anticipated revenues presents him with a problem, which of course it does."

"And it does reduce our chances, it seems to me, of getting the necessary funding we might otherwise get."

A more recent concern among Ontario university presidents, said

Earp, is the movement, heralded by Ontario's \$50 million "excellence fund", toward the designation of provincial funds for specific purposes.

Earp said that although EPF funding is not, strictly speaking, a COU matter, he hoped Ontario universities would respond to Ottawa's "discouraging attitude" by urging the creation of a national policy on post-secondary education.

Alumni faculty award nominations

The University of Toronto Alumni Association invites nominations from the University community for the 11th Alumni Faculty Award. Selection will be based on academic excellence, service to the University and contribution to the Community. Previous winners were Horace Krever (1975), Douglas Pimlott (1976), Louis Siminovich (1978), John Polanyi (1979), Donald Chant (1980), Stefan Dupré (1981), Kenneth Hare (1982), Desmond Morton (1983), Thomas C. Hutchinson (1984), and co-winners Joan Foley and Frances Halpenny in 1985.

The selection committee consists of the chancellor, the provost, the presidents of the University of Toronto Faculty Association,

Students' Administrative Council, Association of Part-time Undergraduate Students and Graduate Students' Union and members of the Alumni Faculty Liaison Committee.

Nominations close on January 10 at 5 p.m. They should include a résumé documenting the qualifications of the nominee according to the selection criteria. Nominations should be addressed to: The Chairman, Faculty Liaison Committee, Alumni House, 47 Wilcocks Street. For further information please call 978-2365.

The award will be presented at a dinner in Hart House April 9. The recipient will also address one of the graduating classes during the Spring Convocation.

In Memoriam

Donald J. Le Roy, professor, Department of Chemistry, Nov. 4.

Born in Detroit of Canadian parents in 1913, Le Roy moved to Canada at the age of six and was educated in Toronto, earning a BA, MA and PhD in physical chemistry from U of T. After serving as a researcher at the National Research Council during the war, Le Roy returned to U of T at \$2 as assistant professor, where he was given responsibility for planning the chemistry wing of the Wallberg Building. He excelled in this daunting administrative assignment, which involved the reconciliation and even rejection of proposals submitted by former teachers. This administrative skill was taxed again in 1952, when he became the *de facto* head of the chemistry department (the official top administrator, A.R. Gordon, being dean of SGS) and head in 1960. In 1964, Le Roy became a

member of the National Research Council, and in 1969 vice-president in charge of the universities grants and scholarship program. His reorganization of this program as a separate NRC division paved the way for the creation of NSERC.

Much of Le Roy's administrative pathfinding was undertaken on leave from U of T, which he left officially in 1975. Nonetheless, as a researcher he maintained a busy schedule and obtained results of originality and worldwide importance. His graduate work in electrochemistry resulted in a new, inexpensive way to determine transference numbers, which provide a measure of how dissolved ions move under the influence of current. Then Le Roy was recruited by E.W.R. Steacie of the NRC to assist him in work on a virtually unrelated subject, gas kinetics and photosensitization, later turning, at U of T, to the

virgin area of the verification of quantum mechanical predictions of the rates of chemical reactions in hydrogen and deuterium molecules. Le Roy's interest in these subjects never left him: papers on photo-sensitization continued to flow even while he worked as full-time NRC vice-president, and in the period immediately preceding his retirement in 1978 (as principal research officer at the NRC laboratories) he undertook to find a method of experimental verification of the validity of the then-recent orbiting resonance theory of hydrogen atom recombination.

Le Roy was a member of many professional societies and filled, in the 1940s and 1950s, several offices in the Chemical Institute of Canada. He was the recipient of six honorary degrees, the Centennial Medal (1967) and the Queen's Jubilee Medal (1977).

Premier establishes committee on basic research in universities

Private lobbying by a group of five research-intensive universities has resulted in the formation of an ad hoc advisory committee to the Ministry of Colleges & Universities on basic research in Ontario universities.

Though U of T was in on the lobbying, it is not represented on the committee, which is chaired by A.K. Adlington, deputy minister of colleges and universities, and includes

presidents and/or board chairmen of Queen's, McMaster, York, Laurentian, Waterloo, Windsor and Ottawa.

On Oct. 30, the presidents and board chairmen of U of T, McMaster, Waterloo, Western and Queen's met, at their request, with Premier David Peterson. As a result of their pitch for non-capital funds in support of research activities, Peterson set up the committee, which is to report to Gregory Sorbara, minister of colleges and universities, by Jan. 20, 1986.

Sorbara has said the committee is to pay attention specifically to the basic research roles and capacities of the universities. However, the terms of reference direct the committee to examine the capabilities of Ontario's universities to respond to the basic research needs of Canadian industry. The committee is also to examine the extent to which the private sector supports university research and to suggest sources of support for centres of excellence.

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Western-TGH merger under scrutiny at U of T

by Arthur Kaptainis

A decision could be reached as early as mid-January on whether to begin a detailed implementation plan for the merger of Toronto General Hospital and Toronto Western Hospital, Vice-Provost (Health Sciences) Charles Hollenberg said in a recent interview.

That is when a planning task force chaired by Dr. Joseph Marotta, Faculty of Medicine associate dean (clinical and institutional affairs), is expected to report on the academic and clinical implications of the merger.

The idea of amalgamating the two institutions — both U of T teaching hospitals — emerged from the administrative offices of each early last summer as a cost-saving measure. News of the proposition appeared in the daily press before medical staff were officially notified of the discussions, which, Hollenberg emphasized, are still at the fact-finding stage.

However, President George Connell and Governing Council chairman St. Clair Balfour have already reached an agreement with their counterparts at the hospitals to act in concert if all parties approve of the idea.

"I guess the two hospitals could legally go ahead and merge without the approval of Governing Council," said Hollenberg, "but we have all agreed that if the decision is to proceed, the way to do this would be to debate a similar resolution at the governing boards of the two hospitals and in the Governing Council."

Changes would also be required in the provincial acts governing the hospitals.

The cost advantages of merger would come mainly with the avoidance of duplication in major equipment purchases and in consolidation of administrative and "hotel" services, such as laundry and food.

What the merger might imply for clinical care, teaching and research, however, is an open question, currently under scrutiny not only by the Marotta Committee but two subcommittees focusing on research and undergraduate education. A further committee, comprising Connell, Balfour, Hollenberg, Marotta, dean of medicine Fred Lowy, Planning & Resources Committee chairman Dr. William Francome, and the presidents, chairmen and vice-chairmen of the hospitals, is discussing the possible

governing structure of the merged institution.

The Marotta Committee has recently concluded a series of open meetings at both hospitals to hear the views of medical staff and, especially, the potential advantages and disadvantages of consolidating certain divisions (or smaller departments) at one location or the other.

"We have asked all groups not to reject the idea of merger outright, but at least to give it the benefit of consideration, and then say it's wonderful or awful," said Sheryl Gelmon, faculty development coordinator and assistant to the chairman of the committee. "We are definitely getting a wide range of opinion."

Gelmon said that in the case of large departments, such as surgery, the

committee is considering consolidation of divisions rather than the department as a whole. "If each hospital is going to remain a full service institution with tertiary care, there will at least have to be a consultative service (in both locations) in all areas."

"But this is the sort of thing we are asking departments to consider. They are saying they must have full service in this or that area, or they can maintain consultation, with emergency coverage."

High among the criteria of the Marotta committee, Gelmon added, is patient care. No divisional union would be approved that entailed compromise in clinical quality.

Another potential drawback to widespread consolidation is the effect on

Continued on Page 8

Arts & Science debaters query Simcoe Hall spending

A debate between the students and the administrators of the Faculty of Arts & Science Nov. 25 ended with agreement on both sides that though the government was ultimately responsible for overcrowded classes priorities at Simcoe Hall did not improve the situation.

"What do you expect? It's my first debate," Dean Robin Armstrong shrugged when a member of the audience suggested that the students had won if their opponents conceded that Simcoe Hall policies had contributed to overcrowding in classes.

"I'd like the asbestos taken out of the ceilings in Sidney Smith Hall before President Connell's office is renovated," said Gordon Henderson, a member of the Arts & Science Students' Union (ASSU) executive. He also complained about "massive amounts" that had been spent on automation at Simcoe Hall, with no evidence of a saving in labour. "Put them in charge of the economy and they'll get rid of unemployment for us," he suggested.

Sander Cohen, president of ASSU, said there are two basic reasons for overcrowded classes: inappropriate planning and a shortage of teachers. He insisted that the faculty doesn't get its full share of funds received by U of T from the Ontario government. The administration has had a \$3 million increase in its funding in the last three years, he said, while the budget of arts and science has been cut by about the same amount. That led him to conclude that education obviously has a lower priority at U of T than administration.

Armstrong said his faculty has indeed had cuts to the base budget, but there have been overall increases. He said base budget cuts to the administrative wing of the University have also been substantial.

Ian Drummond, vice-dean of the faculty, allowed that there have been allocation decisions that he has not agreed with. He said that Simcoe Hall administrators give his faculty less of the provincial grant than it earns in

terms of work done. He also suggested that an exploration of ways to minimize the costs of administration might be valuable to the University — as long as the study were paid for out of funds that weren't being diverted from teaching.

Armstrong complained that his faculty is not permitted to ask its graduates for money. He said this restriction is "totally inappropriate", but the University's administrators and colleges do not want to see it removed.



Dentistry wing opens

The Faculty of Dentistry held an open house Nov. 30 to celebrate the completion of its new wing. Among the 900 visitors was St. Clair Balfour, chairman of Governing Council, who tried out a new dental chair. Shown with him are President George Connell, centre, and Richard Ten Cate, dean of dentistry, at right. Exhibits and demonstrations displayed advances in dental techniques. A stained glass window in the new wing depicting Apollonia, patron saint of dentists, was unveiled by Dr. Marjorie Jackson, professor emerita. Funding for the new wing and renovations to the old building came from a \$19 million grant from the Ontario government. Alumni, dental societies and dental companies also contributed \$1.2 million for renovations to the old building.

A Christmas detective story

by Judith Knelman

Not long ago and not far away three students cut down a memorial tree to decorate for Christmas.

The theft took place at a college of the University of Toronto named Innis with a green space behind it on which grew trees specially planted in honour of members of the college. One was a beautiful, 20-foot-high white spruce planted in 1979 in memory of Professor Douglas Pimlott, the first director of the college's environmental studies program, who had died the year before.

One morning, less than a month before Christmas, students, staff and faculty arriving at Innis were confronted with a stump less than two feet high. That and a trail of boughs along the alley behind the college were all that remained of the beautiful, 20-foot-high white spruce.

As the news spread through the college, there were cries of fury at the theft and determination to avenge it. Many at the college said they had never been so angry. They

had seen the tree being planted and had watched it grow.

Garry Spencer, the director of residences, noticed a trail of boughs through the green to a back lane and along the lane to the back of a large house. Spencer was suspicious: it was a fraternity house. A trip to the front of the house provided a few clues but no hard evidence. The blinds, which he had never seen closed before, were closed that day. And Christmas lights had appeared outside. Could there be a newly cut Christmas tree inside?

An Innis student walking home late in the afternoon noticed that the blinds were now open. And there was a familiar-looking tree inside. He hurried back to Innis with the news.

U of T and Metro Police paid a visit to the frat house, where they learned that three students had indeed stolen the Innis tree and installed it in the living room. They had been instructed to buy a tree, but had decided that this one was nicer and cheaper than any they could buy.

They were wrong. To avoid having criminal charges laid, they agreed to make full restitution. As 20-foot-tall

white spruces are not common in this part of the world, that could involve many hundreds of dollars.

The frat house has bought another Christmas tree. The students gave the stolen one back to Innis, which sent it to Princess Margaret Hospital because Douglas Pimlott died of cancer and Audrey Perry, the college's administrative coordinator, thinks the tree will at least have met a meaningful end that way.

Some people at the college thought the students should have been punished more severely — even suspended from U of T. However, she observed that now that they know the significance of their prank they are being punished by remorse. They had no idea when they cut down the tree that they were removing a carefully chosen and nurtured memorial to a dedicated environmentalist who in 1973 was named conservationist of the year by the Federation of Ontario Naturalists and in 1977 was awarded the Queen's Silver Jubilee Medal for his dedication to ecology.

Perry is no longer angry, only sad. "Maybe the story will make other people think before they vandalize."

RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

Christmas Vacation Period
Members of the University community are reminded that all University administrative offices will be closed from 12 noon, Dec. 24 to 8:45 a.m. Jan. 2. For deadlines falling between these dates, we suggest that investigators submit applications to ORA for review and signature before **December 21**.

Medical Research Council
To highlight International Youth Year, ten special studentship awards will be available, five to Canadian graduates to pursue training in a foreign country and five to foreign students (primarily from underdeveloped countries) to pursue training in Canada. Application deadline is **January 15**.

Ontario Ministry of Health
The deadline date for the

1986-87 career scientist program has been confirmed. Applications are due at the ministry no later than **December 20**.

National Cancer Institute of Canada
NCIC is offering a limited number of Steve Fonyo research studentships for outstanding candidates who plan a career in cancer research in Canada. The institute will accept no more than two initial applications from any one institution in any one year.
Application deadline is **February 1**.

National Institutes of Health
Investigators who hold grants from NIH or who are preparing applications should note that effective Jan. 1 the agency has made

changes in some submission deadline dates.

All new research grant applications, unless specified differently in a program announcement or request for application; new and competing continuation program announcement or request for applications: **February 1, June 1 and October 1**.

Competing continuation and supplemental research grant applications: **March 1, July 1 and November 1**.

A complete list of changes may be obtained from ORA.

National Institute of Nutrition
The institute is dedicated to "advancing the knowledge and practice of nutrition in Canada" and a high priority has been assigned to supporting the advanced training of scientists pursuing academic careers in Canada. It will offer scholarship and fellowship programs

for the first time in 1986.

Fellowships will be awarded for a one-year period up to a maximum of three years. The stipend will be based on the MRC scale and will reflect the number of years of post-doctoral experience.

Scholarships for new or recent appointees to the faculty will provide salary for five years and two years of operating support of up to \$35,000 per year. Scholarship stipends will depend upon the qualifications and experience of the appointee in accordance with the MRC scale.

Applications are made by the dean of the faculty on the recommendation of the head of the department.

The deadline date for the first year only will be **January 15**, and thereafter **November 1**. Further information on these two new programs may be obtained from ORA.

Ontario Ministry of the Environment

ORA has been informed that no set deadline is in effect for the 1986-87 environmental research program. Guidelines and applications remain as for the 1985-86 program.

Upcoming Deadline Dates

Alcoholic Beverage Medical Research Foundation — research grants: **February 1**.

Amniontrophic Lateral Sclerosis Society of Canada — research grants: **January 31**.

Amniontrophic Lateral Sclerosis Society (US) — full grant applications (for abstracts received Dec. 1): **January 15**.

Canadian Paraplegic Association (Ontario Division) — research grants: **February 15**.

Canadian Physiotherapy Association — personnel awards: **February 1**.

Canadian Psychiatric Research Foundation — research grants: **February 1**.
Cancer Research Institute Inc. (US) — fellowships: **February 1**.

J.H. Cummings Foundation — investigators outside the Faculty of Medicine, deadline at ORA: **February 1**;

applicants in the Faculty of Medicine should contact Rosalind Bugala in the research office of the faculty for their internal deadline.

Environment Canada — in Ottawa **December 31**.

Fuller Fund (Anna) — fellowships, project grants: **February 1**.

Hannah Institute for the History of Medicine — studentships: **February 1**.

Health & Welfare Canada (NHRDP) — fellowships: **February 15**.

Huntington Society of Canada — personnel and research grants: **December 31**.

Imperial Oil — research grants: **January 15**.

International Union Against Cancer — Yamaguchi-Yoshida cancer study grants: **December 31**.

Lalor Foundation — fellowship nominations: **January 15**.

Leukemia Research Fund — research grants, fellowships: **February 3**.

March of Dimes (US) — education and medical services program: **January 1**.

Medical Research Council — major equipment, new

operating and maintenance grants, development grants (category 1), biotechnology development, subject research (preliminary proposal), MRC scholarships: **February 1**.

NCIC — Terry Fox program — clerkships: **January 7**;

career appointments, training and study awards (including Steve Fonyo studentships): **February 1**.

National Foundation for Ileitis & Colitis — personnel awards (citizenship restriction): **February 1**.

National Institute of Nutrition — fellowship and scholarship grants: **January 15**.

National Institutes of Health (US) — new research grants, new and competing continuation: **February 1**.

National Multiple Sclerosis Society (US) — research grants, junior faculty awards: **February 1**.

Ontario Mental Health Foundation — studentships: **January 2**;

scholarships (Alzheimer's disease): **January 15**.

Ontario Ministry of Health — student awards: **January 15**.

Paralyzed Veterans of America — research grants: **January 1**.

Scottish Rite Schizophrenia Research Program (US) — research grants (letter proposal): **January 1**;

fellowships (letter proposal): **February 1**;

full applications for both programs: **March 1**.

U of T — Life Sciences Committee, Research Board — summer graduate program, summer undergraduate program: **February 28**.

Appointments

Recent academic appointments

The following appointments were confirmed at the Academic Affairs Committee Nov. 14.

Department of Pathology
Professor Pei-Tak Cheng, associate professor from July 1, 1985

Department of Psychiatry
Professor Brian F. Hoffmann, associate professor from July 1, 1985



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PhD Orals

Please contact the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

Monday, December 16
Argenis Rodriguez-Gonzales, Department of Geology, "Sedimentology of the Miocene Oficina Formation in the Cerro Negro Area, Orinoco Oil Sands, Venezuela." Prof. A.D. Miall.

Gregory Robert James Thatcher, Department of Chemistry, "Studies on N-Carboxy and N-Phosphono Ureas and Methyl Ethylene Phosphate: I. Mechanisms of Biotin Mediated Carboxyl Transfer; II. Mechanisms of Nucleophilic Substitution at Phosphorus and Reactivity of Five Membered Phosphorus Containing Rings." Prof. R.H. Kluger.

Wednesday, December 18
Stephen G. Grant, Department of Medical Biophysics, "Gene Inactivation in Cultured Chinese Hamster Cells." Prof. R.G. Worton.

Thursday, December 19
Richard Myers, Department of Political Science, "The Case for Commercial Liberalism in Montesquieu's Greatness and Decline of the Romans." Prof. C. Orwin.

Friday, December 20
Johan Harry Fernhout, Department of Education, "Moral Autonomy and Faith Commitment: Conflict of

Integrity (a Critical Assessment of Competing Perspectives on Foundational Issues in Moral Education)." Prof. D. Boyd.

Edwin Craig Jowett, Department of Geology, "Timing and Genesis of the Kupferschiefer Cu-Ag Deposits in Poland." Prof. A.J. Naldrett.

Friday, January 3
John Morgan, Department of Geology, "Three-Dimensional Strain in Centrifuge Models and an Archean Greenstone Belt." Prof. W.M. Schwerdtner.

Monday, January 6
Gwendolyn Lorin Ann Horbay, Department of Zoology, "An Ultrastructural Study of Early Post-Amputational Events in Innervated and Denervated Forelimbs of Larval *Amphystoma*." Prof. R.A. Liversage.

Tuesday, January 7
Andrew Mark Sinclair, Department of Chemistry,

"Luminescence Studies of Polystyrene Cyclization Dynamics in Solution." Prof. M.A. Winnik.

Friday, January 10
Nina Hrboticky, Department of Nutritional Sciences, "Effects of Tryptophan on Mealtime Food Intake of Normal Weight Men and Women." Prof. G.H. Anderson.

Karen Margrethe McCullough, Department of Anthropology, "The Ruin Island Phase of Thule Culture." Prof. W.N. Irving.

Glenn Hugh McCall, Department of Chemistry, "The Hydrolysis of Oxyphosphoranes." Prof. R.A. McClelland.

Karen Elizabeth Widdicombe, Department of English, "The Worth of My Untutored Lines: A Study of *Lucrece* and the Erotic Narrative Verse of the 1590s." Prof. P.V. Marinelli.

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Convocations given personal touch by modest, dedicated Kay Takenaka

by Norma Vale

When Miss B.J. Mortimer called Shaw's business school in 1960 looking for a stenographer for the registrar's office, Shaw's sent the student who had received the school's highest mark. A recent graduate of a refresher course following 12 years' absence from the work force to raise a family, Kay Takenaka was looking for a temporary job. But even with glowing reports from Shaw's, the registrar's office hesitated. She was a married woman with a family, and wouldn't her children come first?

It's a story Takenaka enjoys telling. "I said, 'I expect to put in a full day's work. Single people get sick too.'" They liked what they heard and took a chance.

Twenty-five years of full days, full evenings and full weekends of work later, the "gamble" has paid off more than handsomely.

The temporary stenographer became a permanent staff member and head of the secretarial pool in the registrar's office after two months, later office manager and since 1964, as ceremonials assistant, has guided presidents, chancellors and tens of thousands of soon-to-be alumni through 300 Convocation ceremonies.

In November the University honoured Takenaka at one of those Convocations with the presentation of the 1985 Chancellor's Award, given by the U of T Alumni Association to recognize a distinguished contribution by a staff member.

The consensus of staff and faculty who have worked with Takenaka closely or casually over the years is that the association selected wisely.

"She's one of the treasures of this

university," says Bill Stoneman, assistant to the principal of Victoria College. "She's an amazing woman." Stoneman, while a junior fellow at Massey College, worked for five years marshalling students for Convocation.

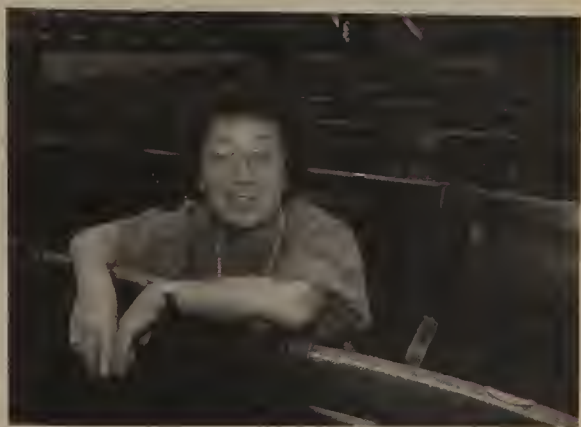
"Convocation is a staggering organization job. The potential for disaster is unbelievable. But Kay seems to do it cheerfully and happily."

Bringing off 300 Convocations without a hitch is reason enough for an award, but Stoneman says Takenaka's contribution goes beyond good planning.

Largely due to Takenaka, U of T has managed to buck the trend at other institutions towards depersonalized ceremonies where students graduate *en masse*. Takenaka takes computer printouts of students entitled to graduate and devises a program so each student can go onto the stage of Convocation Hall, be received by the Chancellor, and be admitted to the degree with proud parents and friends looking on.

"For many students, the act of Convocation is one of the few times a student comes into contact with the University," says Chancellor George Ignatieff. "If the relationship between the student and the institution becomes totally depersonalized, there will be no loyalty to the institution. And why should there be?"

He too credits Takenaka for keeping Convocation a personal affair. "With the minimum of help, she translates what has to be a mechanized system into human terms. She works incredible hours, attending to each request or complaint — people haven't received enough tickets or they're off



the computer lists.

"The job involves real sacrifice and she never complains."

U of T graduates 10,000 students a year and every year more and more are coming to Convocation. Last year the show rate of professional schools was 95 percent; the average for non-professional divisions was 75 percent.

On Convocation day, inevitably some of these students arrive at Takenaka's office: their name is not on the list, and should be. She makes as many phone calls as it takes until the problem is sorted out.

"Nothing saddens me more than when a student is not able to take part. The student should be looked after."

They couldn't be in better hands. Graduates left off the list are put on. Names spelled incorrectly are corrected. Notes are written for the presenter with the proper pronunciation of a difficult name. Notes are written advising of disabled or injured students. (It is now possible for a student in a wheelchair to come onto the stage, but the Chancellor will otherwise walk down into the hall to present the degree.) And when a student's grandmother arrives having flown in from California that afternoon, Takenaka will find a seat for her in a crowded Con Hall.

Though the students are her main concern, members of the procession also feel Takenaka's personal touch. A note from Takenaka on the Chancellor's chair on the first day of Convocation: "We're off to the races George"; to Father John Kelly: "Bless you"; and to President George Connell last year: a drawing of him captioned "Do a good job — it's your first one", and again to the Chancellor, at the final ceremony in a steamy Con Hall: "Courage, George — it's your last."

And there are the honorary graduates to worry about. Maureen Forrester, having left home without her map and instructions, was rescued wandering around Convocation Hall not sure where she should be; a nervous Margaret Laurence was assured that, from where she would be standing, the audience would not see her knees knocking; a relaxed Morley Callaghan was assured that, yes, it would be all right if he missed the luncheon for honorary degree recipients before Convocation so that he could write his address.

In the time between Convocation and planning Convocation, Takenaka, with the assistance of the secretarial

staff in the president's office, also has responsibility for the installation of chancellors, the planning of any number of official functions, including the annual party for retirees, the reception for new faculty and memorial services, and administrative work for the writer-in-residence and Southam fellowship programs.

As President Connell said at the Hart House dinner honouring Takenaka in November, the super-computer U of T has its eye on can do a fraction of the work Takenaka does.

Connell describes his installation, which Takenaka worked on while nursing a broken heel bone, as a "really pleasant experience. The program was entirely of her devising and I was totally relaxed."

"You have confidence that when Kay's in charge, things will go well."

Former president James Ham also numbers among Takenaka's fans. "She's one of those people I would call the salt of the earth."

Ham's wife Mary would worry that Takenaka wasn't eating properly during Convocation and bring meals to her.

"She is totally dedicated to her task," says Ham. The personalized way she manages Convocation makes great demands on her, but, he says, "she rolls with the punches."

"She was the first one in the office in the morning and the last one to leave at night," says former acting president Jack Sword. "She's sensitive to people — thoughtful and considerate. And she has no personal ego. She's self-effacing and modest."

Sword believes her special motivation for hard work may stem from her separation from her family during World War II.

In 1942, Takenaka, who was born and raised in Vancouver, saw her father sent to an internment camp for Japanese, and her mother and sister and brothers relocated to a "ghost town" in BC. At the age of 17, she was old enough to be given a choice by the government — accompany her mother or move east. Her mother told her there would be no opportunities for her if she stayed, so with three girlfriends, Takenaka moved to Belleville, one of the "approved" locations. There, she worked in the ward of a hospital on a one-year contract. When the year was over, she asked for and was refused work in the office, told that people wouldn't put up

Continued on Page 8

The good old days

Ceremonials assistant Kay Takenaka reminded friends gathered at a dinner honouring her in November of what things were like in "the good old days" when she was hired by the registrar's office.

When I started on Jan. 4, 1960, the registrar's office was busy planning a special convocation for the Governor-General, the late Georges Vanier. I was assigned to type individual letters of invitation to all the VIPs in Ottawa (and these were not three-liners) on heavy vellum paper and on a manual typewriter. I was told, "no erasures" so, of course, I kept making more errors and my wastepaperbasket kept filling up with this expensive paper. Out of desperation, I learned to use my husband's razor blade to scrape the errors off the paper.

This was my introduction to what University and an indication of what was in store in the years to come.

What we now take for granted, the copier, was non-existent. We had to type anywhere from three to 10 copies of reports. For copies over 10, we had to cut a stencil and run it off on the Gestetner. We had muscles to the tips of our fingers. I remember acquiring the first copier, a few years later, made by Kodak. We had

to mix our own solution and it was like following a recipe for a drink — and occasionally this machine would hiccup and chew up the paper. I also remember putting a student's original transcript into the copier and getting it mangled. I managed to rescue it before doing too much damage. I took it home, ironed it very carefully and returned it to the student.

Another nightmare was the admissions period. In those days, instead of computerized marks arriving from the Department of Education, each applicant was required to mail in his grade 13 marks to be processed for admission to the University. When the marks came out in mid-August, the registrar's office was inundated with sacks and sacks of the transcripts, which had to be matched with the applications received earlier in the year and checked for eligibility. Admission letters were then typed. To expedite the process, even the registrar was pressed into service to slit open the envelopes. This exercise had to be completed in two weeks in time for the registration period early in September. The operation was quite a feat, and my friends here tonight, Ruth Fraser, Marjorie Newman, Hildegard Pikkand and Ruth Kirshner will attest to that.

with an oriental.

A friend working on the relocation commission in Toronto found a job for her at a Catholic boarding home for girls, where she stayed for a year. After that she worked as an electroplater at a jewellery company finishing costume jewellery. At 22, she married Tony.

And when her three children were old enough for Takenaka to go back to work "for just a while", Takenaka and U of T met.

Any worries that the man who hired her, Registrar Robin Ross, had about divided loyalty between job and family soon vanished. "Kay quickly became a tower of strength. In three years she became manager of our large office and my right hand."

"She did it with grace, charm, good humour and conscientious efficiency under circumstances that were always taxing and sometimes harassing."

"It's been a good 25 years," says Takenaka. And she is looking forward to four more good years until her retirement in 1989. Not surprisingly, she is planning ahead. She's attended retirement seminars and checked into various possibilities for volunteer work.

Might she not look in once in a while to make sure the new folks running the show are doing it right?

"I don't think so. If you're leaving, it's best to leave."

But chances are, on a fine spring day as gownned students make their way from UC to Convocation Hall, Kay Takenaka may be seen standing by to wish them well.

'Improve your image,' SSHRC head tells social scientists

by Mark Gerson

Social scientists are seen as "divisive, shortsighted, unrealistic and selfish," and "if you think that doesn't hurt us, you're innocent beyond belief."

That blunt remark came from William Taylor, president of the Social Sciences & Humanities Research Council, who warned scholars last month to improve their image or face a drop in research support. He was speaking at a conference on the politics of university research organized by the Canadian Association of University Teachers.

Taylor accused researchers in the social sciences and humanities of a "dog-in-the-manger attitude" and a "superiority complex". And he described as "dumb and destructive" the view among some social scientists that they are above lobbying and are superior to engineers and lab scientists.

"If we as a community of scholars don't trust each other, why should the politicians and bureaucrats trust us?" he asked.

Taylor called on academics to work harder at explaining the importance of their research. "We haven't sold ourselves well enough," he said. "We have assumed that the money will come because what we do is great. Well, it hasn't."

Also speaking at the two-day conference in Toronto were the heads of the two other research councils — Pierre Bois of the Medical Research Council and Gordon MacNabb of the

Natural Sciences & Engineering Research Council. The three men urged the federal government to announce at least interim funding for fiscal 1986-87.

"If we don't get a decision by mid-January," said MacNabb, "it's as good as getting a no on the extra funding we need. We will have to sit down and start doing dramatic surgery on our programs."

Both MacNabb and Taylor are also waiting for a decision on the fate of their financing proposals for the next five years, submitted to the government earlier this year.

Hospital merger

Continued from Page 5

the training of undergraduates and interns, who would be required either to assemble in larger groups, receive less training, or receive some training at partially affiliated hospitals.

Also in the equation are the other fully affiliated hospitals, where some staff view the emergence of a superhospital with some trepidation. Lowy and Hollenberg have been meeting representatives of these institutions.

Robert Volpe, physician-in-chief at the Wellesley Hospital, said his staff is more concerned with losing University funding to a giant institution than with the possibility of a decline in relative prestige.

"We've only discussed this briefly in our department," he said, "but it's our perception that clinical and teaching affairs are not going to be that easy to change with [the creation of] a superhospital. So, other than the ques-

The five-year plan proposed by NSERC faces an additional delay with the recent appointment of backbencher Frank Oherle as minister of state for science and technology.

Also speaking at the conference was Science Council chairman Stuart Smith, who warned that the recent cut that halved his council's budget and dropped its staff from 68 to 30 was "only the tip of the iceberg".

"Science has a low priority in Ottawa," he said. "I can assure you that the folks who cut us are not friends of yours either."

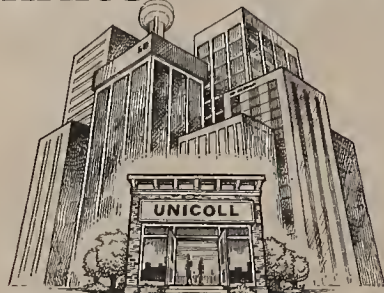
tion of more resources flowing in that direction, we don't feel that the superhospital will be in any academic sense a threat."

Volpe said the General-Western plans have revived discussion, in the Wellesley Hospital at least, of a merger with the nearby Princess Margaret Hospital.

In any event, the General-Western union remains far from final. Said Hollenberg: "Merger could open up significant avenues of cost savings in operations, and open up the possibility of rearrangement in clinical services, some of which could be conducted more efficiently than at present. It could expand research horizons. But all of these things are 'could'."

"If it looks as though merger will throw up only marginal benefits, then obviously we won't go ahead. But if there are very substantial benefits to be achieved, and only through merger, then we will look at it further."

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Support staff strike over at Laurentian

Support staff at Laurentian University ratified a new three-year contract on Nov. 24, ending a strike that had disrupted library service and cancelled some laboratory classes since Oct. 28.

The university's 165 secretaries, library workers and lab technicians walked off the job in a contract dispute over salaries and procedures for staffing changes.

The settlement, which is retroactive to July 1, 1985, gives administrative staff an annual four percent wage increase and removes their right to appeal staffing changes implemented by the administration. Under the old contract, staffing changes could be appealed to arbitration, a system the administration considered unworkable.

The strike was Laurentian's second in seven weeks. In September, a week-long walkout by faculty and librarians cancelled all classes at the university.

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Cook dishes up Poli Sci Frye

by Arthur Kaptainis

As keynote speaker during orientation week at Victoria College in 1965, Northrop Frye gave the first university lecture David Cook, now a political science professor and vice-provost, ever heard. A few months later, Cook found a copy of *Anatomy of Criticism* under the Christmas tree, proffered by his mother as a sort of intellectual equivalent of a pony.

Neither lecture nor book dissuaded the Toronto-born freshman from pursuing his major in political economy. But Cook retained a fascination with literature in general and literary theory in particular, partly due to an acute awareness that critics like Frye had to a large extent supplanted purely political and philosophical thinkers in world intellectual leadership. Hence Cook's 1978 doctoral thesis, written under the supervision of C.B. MacPherson, on the political thought of the French novelist and essayist Albert Camus. And hence his recently published study of Frye's views on politics, society and Canadian nationhood, *Northrop Frye: A Vision of the New World*.

This title is the second of three in the New World Perspectives series of paperbacks under the general editorship of Concordia political science professor Arthur Kroker, distributed by Oxford in Canada and published by St. Martin's Press in the US. As a friend of Kroker, and fellow member of the editorial board of the *Canadian Journal of Social and Political Theory*, Cook was privy to its creation. "Kroker is the leader," he explained, "so I don't take any particular credit for it. But one of the things we discussed was the existence of series like the Fontana and Oxford series on past and present thinkers. Why not do one on North American thinkers, since

there is not much done on them in the European presses?"

Unlike Fontana books, however, which are often used as a quick substitute for reading the works of the thinker in question, Cook's volume, by his own testimony, and despite an impressive body of footnotes referring to authors as diverse as Thomas Hobbes and E.J. Pratt, is not a systematic or objective account of its topic. But the subjectivity is not amiss. "Anyone who writes for the series is told he or she must have a position," said Cook. "I don't want to say they are ideological books, but they are position books."

Cook articulates his position usually through expansions of certain kernels of Frye prose, a key image or a signal pronouncement. For example, the heading of the second chapter is "Energy Without Alienation", a turn of phrase from *The Great Code*, used by Frye to describe the ultimate relation of humanity and nature as promised by the Bible. Fuelled by comparisons to various philosophers, painters, poets, diarists and playwrights, the chapter explores the political implications of the quote. Like William Blake, writes Cook, Frye perceives human evolution as a struggle upwards from a fallen state; as in that poet's *America: A Prophecy*, the New World represents a fresh opportunity to renew the struggle. Like Martin Heidegger, Frye regards self-expression through language as the primary means of establishing the individual's identity. And like the 17th century Italian cultural philosopher Giambattista Vico, he believes human thought and speech must return to the mythological patterns it originally espoused before the rise of technology, which he perceives as an obstacle to this achievement, unlike Eric Havelock. And so on.

While navigating this river of speculation the reader encounters some extraordinary aphoristic breakwaters. In the first chapter we learn that British critic Terry Eagleton's apparently safe opinion that "Northrop Frye does exist" is in Cook's view "profoundly mistaken". Later we are told that "many, if not all" of our social interactions are "cynical". Then in the final chapter it is asserted that "the takeover of the United States by Canada has been going on for some time". Mightn't a reader desire explanation of this remark, since . . .

"... Since precisely the opposite is the case?" interrupted the author. "Well, the answer as you find it in the book is that the experience the Americans have had with technology, in Frye's view at least, has created monstrous visions of the American empire, and has driven any conception of nature right out of the US."

"So the attempt to re-found moral values, or to reestablish the state of nature, is something that has gone on more in Canada, where there has always been a consciousness of the natural world, or of ethics, if you want, that has tempered our commitment to technology."

But what evidence is there that this consciousness is spreading across the border?

"Well, Frye points to people like [American novelist Thomas] Pynchon, whom he likes very much, as someone



Like artist Doug Martin, author David Cook sees Northrop Frye as existing on a somewhat different plane from the rest of us.

who documents the nihilism in the US, or the nihilistic commitment to technology, and is reacting against it. There are others — he picks out a whole raft of Americans, including some of his literary-critic colleagues."

Also part of the explanation, however, is the evident fact that Cook writes often with tongue in cheek, alluding to television, nursery rhymes, and rock songs in a manner that can hardly be expected to ingratiate the orthodox scholar. Cook is prepared to admit that his more extravagant claims really amount to a "playing with symbols".

Cook's opus may test the reader's sense of fun, but, oddly, it will do so while making severe demands on their erudition. Like all releases in the New World Perspectives series, Cook's is aimed at a cross-disciplinary audience with broad intellectual interests, or, in a positive sense, dilettantes. The book may well fail to make the reading lists in his own political science department, says Cook, who teaches Marxism at Erindale College. And it will likely find few admirers among the small Frye, the English graduate students who idolize Frye as the century's greatest New Critic, a thinker who has cleansed literature of worldly pollution and the very antithesis of a political ideology.

Dilettante is not a label Cook seems particularly anxious to disown. "Am I a Blake scholar, a Milton scholar?" he volunteered. "Obviously not. I am schooled in the Hobbesses and Lockes, not the Blakes and Miltons."

"But it seems to me what I have taken from them are images, the crude basics of a mythology. When you use a Blake etching [several appear as illustrations] you are using a graven image, which you hold up, much as crucifixes are held up in those blasted movies, to scare off devils. Blake happens to have a lot of very vivid images."

One denizen of the English Department has already expressed tolerance

and even approval of Cook's references to authors beyond his expertise — Northrop Frye. "If he is writing about me, that is not a very serious matter," said the critic in a recent interview. "He is not out to assess the accuracy with which I have read Blake; he is out to explain what the influence of Blake on me has been."

Nor has Frye any quarrel with the fundamentally non-literary focus of the book; many such articles on him have been published. "Certainly the fact that I am a bourgeois liberal is written all over every page of my work," adds the critic. "There are few things I have tried to disguise less than that."

And what about the final paragraph, which appeals rhapsodically to the Doug Martin painting of Frye "brilliantly depicted above the mountains, as if suspended by an invisible chair in the heavens"?

Frye smiles. "I can certainly understand why Doug Martin saw me as floating in the air. One reason is that I don't like getting stuck in an obviously indefensible position, so I tend to set up different reflective views of things, which are not contradictions but simply different points of view."

"I certainly find a great deal of virtue in intellectual detachment and objectivity. I have always distinguished being detached from the world and being withdrawn from it. The two things can be quite different, in fact, opposed. While we can't get the unambiguous truth, the degrees of truth we can get, however approximate, are all the more important, for that reason. The way to reach them, I think, is rather through detachment than commitment."

"This detachment is not egocentric detachment but the kind of attitude that is associated with science at its best. Literature is psychologically produced under very similar conditions as science. It seems to me the literary critic has to share something of that detached floating above the world."

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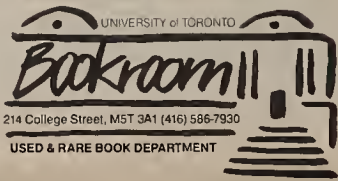
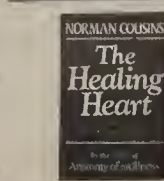
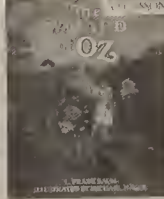
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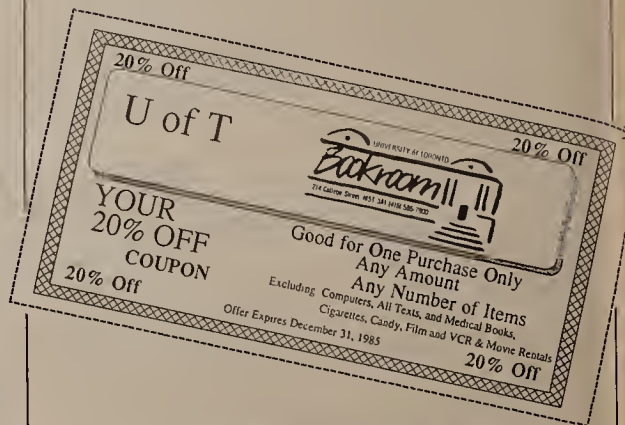
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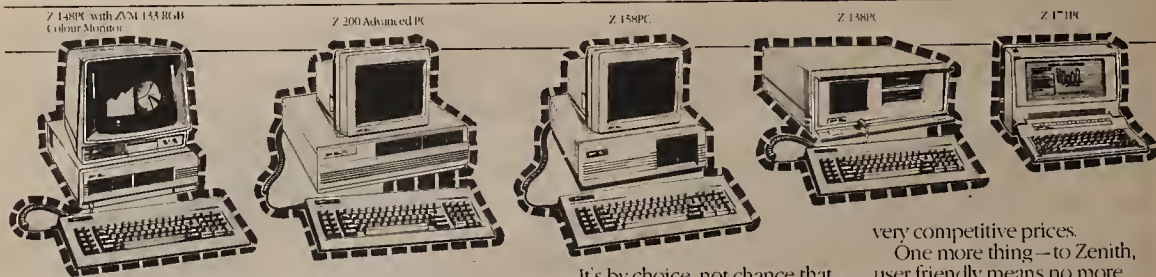


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Books

December

The Prosperous Years: The Economic History of Ontario, 1939-1975, by Kenneth J. Rea (U of T Press; 304 pages; \$27.50 cloth, \$12.50 paper). Although the first to appear, this volume is the last in a three-part history of Ontario's economic development. It covers years of intense development and dramatically increased government intervention in the private sector.

Ukraine: A Historical Atlas, by Paul Robert Magocsi. Geoffrey J. Matthews, cartographer (U of T Press; 64 pages; 25 maps; \$29.95 cloth, \$12.75 paper). With these 25 maps, each accompanied by notes, scholars and students of Ukraine as well as eastern Europe and the Soviet Union will find a concise history of lands within both the present-day Ukrainian Soviet Socialist Republic and contiguous areas where Ukrainians live.

November
Politics of Africa's Economic Stagnation, by Richard Sandbrook (with Judith Barker) (Cambridge University Press; 208 pages; \$34 cloth, \$10.95 paper). This book analyzes the social conditions impelling political adaptation and the consequences of personal rule for economic life, and surveys creative responses to the predicament Africans now face.

Dangerousness: Probability and Prediction, Psychiatry and Public Policy, edited by Christopher D. Webster, Mark H. Ben-Aron and Stephen J. Hucker (Cambridge University Press; 250 pages; \$32.50). The most recent views of legal scholars, social scientists and psychiatrists concerning the clinical prediction of dangerous behaviour are presented. The aim is to help the reader decide what degree of responsibility the mental health professions should accept as they offer influential opinions which, on the one hand, may result in unfair confinement of patients and prisoners, but, on the other hand, may expose society to unwarranted risk.

Microcomputer Software for Language Arts: Survey and Analysis, by Michael Canale, et al (OISE Press; 48 pages; \$6.95, paper). The book, based on a two-year OISE study, provides guidance on the effective use of microcomputers in four language arts contexts in the elementary and secondary grades in both French and English as first and second languages.

The Old Gothic Constitutions: Facsimile Reprints of Four Early Printed Texts of the Masonic Old Charges: The Pamphlets Issued by Roberts (1722), Briscoe (1724), Cole (1729), and Dodd (1739), introduction

by Wallace McLeod (Masonic Book Club; 204 pages; Limited Circulation \$25 US). The introduction explains how it happens that these four booklets are so similar and, further, why four versions of the same text were printed in London within 20 years.

Samuel Taylor Coleridge, edited by H.J. Jackson (Oxford University Press; 750 pages; \$37.50 cloth, \$15.95 paper). This collection includes much of Coleridge's poetry, the complete *Biographia Literaria*, substantial extracts from other prose works, and a generous sampling of the informal writings — letters, notebooks and marginalia — that make his complex personality especially interesting to us today.

Catching Up
June

Canada and the Conference on Security and Cooperation in Europe, edited by Robert Spencer (Centre for International Studies; 440 pages; \$24.95, paper). Based in part on unpublished files from the Department of External Affairs, this volume studies East-West and intra-West negotiations that led to the Final Act of Helsinki in 1975 and the Belgrave and Madrid review conferences.

September

Comparison of Type I and Type II Diabetes: Similarities and Dissimilarities in Etiology, Pathogenesis and Complications, by Mladen Vranic, Charles H. Hollenberg and George Steiner (Plenum Publishing Corporation; 351 pages; \$55). Experts from North America and Europe discuss the validity and limitations of the current classification system and compare Type I and Type II diabetes mellitus with regard to genetics and immunology, pathophysiology and metabolic abnormalities and complications.

October

Religion in Victorian Society: A Sourcebook of Documents, edited by Richard J. Helmstadter* and Paul T. Phillips (University Press of America; 466 pages; \$30). A source book for students of social and political history, English literature and religious studies, the collection explores the role

of religion in various areas of 19th-century British life from science to politics.

Constructing Dangerousness: Scientific, Legal and Policy Implications, by Christopher Webster, Bernard Dickens and Susan Addario (Centre of Criminology; 161 pages; \$8, paper). A review of the Canadian experience with the sentencing of dangerous offenders and the scientific prediction of violent behaviour. The research examines the operation of Part XXI of the Criminal Code over the past eight years in the light of recently published scientific and legal findings.

U of T staff are indicated by an asterisk when multiple authorship or editorship includes non-U of T staff.

Search committee for dean of engineering

President George Connell has appointed a search committee to recommend a dean of the Faculty of Applied Science & Engineering as successor to Dean Gordon R. Slemmon, whose term of office ends on June 30, 1986. Members are: T.M. Robinson, dean, School of Graduate Studies; F.H. Lowy, dean, Faculty of Medicine; A.H. Schabas, dean, Faculty of Library & Information Science; R.C. Tennyson, director, Institute for Aerospace Studies; A.S. Sedra, Department of Electrical Engineering; M.P. Collins,

Department of Civil Engineering; M.V. Sefton, Department of Chemical Engineering; Kurt Stroble, associate, Hatch Associates Ltd.; Michele Murphy, undergraduate student, Department of Mechanical Engineering; Nykolai Bilaniuk, graduate student, Department of Electrical Engineering; J.F. Keffer, vice-provost, (chair); and M.D. Johnson, executive assistant to the vice-provost, (secretary).

The committee welcomes nominations and comments. These may be submitted to the chairman, room 222, Simcoe Hall, on or before December 20.

Positions Elsewhere

Notice of the following vacancies outside the University have been received by the Office of the President.

Syracuse University
Vice-President for Undergraduate Studies (newly created position)
Deadline for applications and nominations: December 31, 1985

Contact: Professor Stewart Thau, chair, Search Committee, c/o Office of the Vice-Chancellor of Academic Affairs, 304 Administration Building, Syracuse University, Syracuse, New York 13244

Syracuse University
Vice-President for Research and Graduate Studies
Commencing July 1, 1986

Deadline for applications and nominations: December 31, 1985

Contact: Professor H. Richard Levy, chairman, Search Committee, Office of the Vice-Chancellor of Academic Affairs, 305 Administration Building, Syracuse University, Syracuse, New York 13244

University of Guelph
Director, Public Relations and Information
Commencing March 1, 1986 or earlier. Deadline for applications: December 15, 1985
Contact: B.C. Matthews, President and chairman, Search Committee, University of Guelph, Guelph, Ontario N1G 2W1

The University of Texas
Health Science Center at Dallas
President

Applications accepted until December 31, 1985

Contact: Hans Mark, Chancellor, Chairman, Advisory Committee for the Selection of a President, The University of Texas System, 601 Colorado Street, Austin, Texas 78701



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Higher profile for labour relations

Several organizational changes in central personnel administration, including a new name for the department, have been unveiled on the eve of the release of an administration response to the 1984 Duffy Report on the Personnel Function.

The new name, Department of Personnel & Labour Relations, reflects the Duffy proposal that labour relations be given a higher, independent profile. John Parker, former manager of labour relations, now is director of labour relations. He will continue to report to director of personnel Eleanor DeWolf. Brian Marshall, former assistant manager of labour relations, is now manager of labour relations.

Other changes include the promotion of former manager of salary administration Carole Farr to the position of manager of employment and staff

development. This position, which has been vacant for over a year, has been redefined to include responsibility for the implementation of another Duffy recommendation, stronger contacts with personnel offices elsewhere in the University. Farr will manage the central personnel services provided to these local offices, such as access to records and the use of employment counsellors.

The position vacated by Farr, re-styled manager of compensation, has not yet been filled. Reporting to this manager will be Neil Burnham as manager of benefits administration and Jackie Baker as manager (formerly supervisor) of salary administration.

The administration response to the Duffy Report is scheduled to be presented at Thursday's meeting of Principals, Deans, Directors & Chairmen.

Election of chancellor

On behalf of the College of Electors, the chairman, Brian O'Riordan, has issued a call for nominations for the position of Chancellor at the University for a term of office commencing July 1, 1986 and ending June 30, 1989.

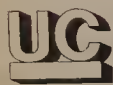
The *University of Toronto Act, 1971* stipulates that the Chancellor must be a Canadian citizen.

The current Chancellor, George Ignatieff, is not eligible for re-election, having served the maximum number of two terms. The previous three chancellors were the Hon. Pauline M. McGibbon, Dr. Eva W.M. Macdonald and the Very Rev. Arthur B.B. Moore.

The Chancellor generally has three

main duties: the granting of all degrees at the spring and fall convocations; representing the University to the outside community, particularly alumni groups; and chairing the Committee for Honorary Degrees and being an *ex officio* voting member of the Governing Council and its standing committees.

Further information and nomination forms may be obtained by writing the secretary, College of Electors, room 106, Simeoe Hall, or by calling 978-6576. Nominations must be in the hands of the secretary of the College of Electors by 4 p.m. *February 25*.



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Notebook

When John Ricker retired in 1981 as dean of the Faculty of Education, he already had four successful careers behind him: as a flying officer in the RCAF, a high school history teacher, a teacher of teachers, and an administrator. His experience as a writer and broadcaster of educational material led him a year ago to try his wings as a freelance writer of advertising.

Ricker's first ad was for a major chemical company. Because he knew that his goal should be to attract people's attention and force them to read what he had to say, he concentrated on projecting the company as an employer of people with particular expertise.

He did. In a recent competition, it was judged the most effective, most read ad.

"There's a certain satisfaction in moving into an area you know nothing about and doing well," says Ricker. "After the sheer drudgery of writing reports at the University, this is delightful."

Karen Turko, head of preservation services at the Robarts Library, had barely arrived at her desk the morning of Nov. 26 when she got an emergency telephone call from stacks supervisor John Workman. Water was spraying in a fine mist from a broken pipe in the ceiling on the 13th floor and threatening to turn hundreds of art bibliography books into papier mâché.

Turko knew just what to do. After the 1977 fire that destroyed the Sandford Fleming Building and its engineering library, the main library created a disaster relief manual and a Disaster Contingency Team. Turko is team leader.

Along with preservation specialist Ray Mattadeen and photographer Jack Branker, she rushed off to the 13th floor to join Workman and stack employees and other team

members Emrys Evans, rare books conservator, and Alan Horne, chairman of the preservation committee, in moving books out of the water's range.

While maintenance staff worked from the floor above to plug the leak, the disaster team moved swiftly, and in little more than one hour, they had removed 880 books to a holding area. They also wrapped an additional 200 wet books in freezer paper and transported them to the cafeteria freezer on the first floor to prevent mold from forming. Turko hopes that she can dry most of these books without their being damaged.

Workman explained that it was the first time staff have used the disaster plans, and that he was encouraged by the results. "The procedure was followed and everything went smoothly," he said.

The RAT Force is husily at work under the chairmanship of Professor Ronald Venter of mechanical engineering. No, it is not a group of secret agents, patent sleuths or guerilla warriors: it's merely a few dedicated members of the Research Board who are trying to revamp U of T's policy for research contracts. The acronym is for Research Agreements Task Force.

Shortly after U of T's quartet-in-residence, the Orford Quartet, picked up a Juno, Faculty of Music guitar instructor Norbert Kraft brought home top prize, and \$2,000, from the 10th annual Andres Segovia International Guitar Competition in Majorca. Kraft, a native of Austria who moved to Canada 30 years ago at the age of four, is the first North American to win the contest. He beat 39 other candidates to do it — in Majorca, which is to guitarists what Sable Island is to wild ponies.

Governing Council alumni nominations sought

On behalf of the College of Electors, the chairman, Brian O'Riordan, has issued a call for nominations for three alumni representatives to serve on the Governing Council from July 1, 1986 to June 30, 1989. The three-year terms of Eric Hardy (University College 1942), Burnett Thall (Engineering 1945) and Joanne Uyede (Innis 1969) expire on June 30, 1986. All are eligible for re-election.

The deadline for receipt of nominations is 4 p.m., *February 25*. Candidates will be invited to meet with the College of Electors.

Candidates must be alumni of the University and must not be members of the staff or students in the University; must be willing to attend frequent meetings of the Governing Council and its committees; and must be Canadian citizens.

The *University of Toronto Act, 1971* as amended by 1978, Chapter 88 defines alumni as "persons who have received degrees or post-secondary diplomas or certificates from the University, or persons who have completed one year of full-time studies, or the equivalent thereof as determined

by the Governing Council, towards a degree, diploma or certificate and are no longer registered at the University."

Further information about Governing Council and nomination forms may be obtained from the secretary, College of Electors, room 106, Simeoe Hall at 978-6576.

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Strangway installed as UBC president

Former U of T provost and president David Strangway (left) was installed as president of the University of British Columbia Dec. 3. Shown here with Strangway before the ceremony is former Simcoe Hall colleague Bill Saywell, now president of Simon Fraser University. Also taking part in the installation ceremony was Chancellor George Ignatieff, who brought greetings from U of T. In his address, Strangway announced his intention to develop a strategic plan for the future of UBC by the end of the academic year. He also called upon the government to work with the university community on objectives for universities, and then assess whether they had the resources to live up to them.

Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards and submit a written application to the Personnel Department to apply for a specific position.

(1) Sylvia Holland; (2) Steve Dyce; (3) Varujan Gharakhanian; (5) Christine Marchese; (7) Maureen Brown; (8) Mirella Taiariol; (9) Lisa Raftis.

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Vice-President - Business Affairs (1)

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Ophthalmology (1), Clinical Biochemistry (1)

Laboratory Technician III
(\$21,480 - 25,270 - 29,050)
Medicine (1), Pharmacology (3)

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Information System Services (3)

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Information System Services (3)

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(\$34,400 - 40,470 - 46,540)
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Lectures

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Tuesday, December 17
Prof. Robert Tarjan,
Princeton University, 120
Gibbs Building, 2 p.m.
(Computer Science)

Computers and the Strategic Defence Initiative.
Tuesday, December 17
Prof. D.A. Parnas, University of Victoria, 1105 Sandford Fleming Building, 4 p.m.
(Computer Science)

IPPNW-PSR: Nobel Laureates for Peace, 1985.
Wednesday, December 18
Dr. Frank Sommers, Physicians for Social Responsibility, 179 University College, 5.15 to 7 p.m.
(Science for Peace)

Colloquium

Bubble Bubble Toil and Trouble.
Wednesday, December 18
Prof. Margaret Geller, Center for Astrophysics, Cambridge, Mass. 187
McLennan Physical Laboratories, 3.10 p.m.
(Astronomy)

Seminars

Story-telling.
Monday, December 16
Documentary film by Prof. Kay Armatage, Film Studies Program; Communications in Art series. Coach House, 39A Queen's Park Cresc. E. 7.30 p.m.
(McLuhan Program)

Forebrain Mechanisms in the Pathogenesis of Hypertension.
Wednesday, December 18
Dr. John Ciriello, University of Western Ontario, Room 1248, first floor, Elm St. Wing, Hospital for Sick Children, 12 noon.
(Neurosciences HSC)

Economic Policy: The Distribution of Growth and the Increment of Growth.

Industrial Relations: Distributing the Increments of Growth vs. Contributing to Growth.
Monday, January 6
Mark Daniels, Consumer & Corporate Affairs, Ottawa: public policy workshops, 3050 Sidney Smith Hall, 4 to 6 p.m.
(Political Science)

Literacy and Intellect.
Monday, January 6
Prof. Ian Winchester, Ontario Institute for Studies in Education; Problems in Literacy series. Coach House, 39A Queen's Park Cresc. E. 7.30 p.m.
(McLuhan Program)

Exhibitions

Robarts Library.
To December 23
Katedra at V. photographs, books and documents to commemorate the fifth anniversary of establishment of Chair of Ukrainian Studies. South Lobby display case. (Chair of Ukrainian Studies Foundation)

Thomas Fisher Rare Book Library.
To January 3
Cambridge University Press: Four Hundred Years of Printing, 1584-1984. Hours: Monday-Friday, 9 a.m. to 5 p.m.

Justina M. Bannicke Gallery, Hart House.
January 2 to 30
East Gallery: Reina Nieland, collages.
West Gallery: Canadian Holography Now.
Gallery hours: Tuesday to Saturday, 11 a.m. to 6 p.m.

Faculty of Architecture & Landscape Architecture.
Please Note: Women, Time and Architecture postponed.
January 6 to 10
Student Work, Fall Term 1985. Galleries, Architecture

Building, 230 College St.
Gallery hours: Monday-Friday, 9 a.m. to 5 p.m.
except Thursday to 8 p.m.

Governing Council & Committees

Planning & Resources Committee.
Monday, December 18
Council Chamber, Simcoe Hall, 4.10 p.m.

Business Affairs Committee.
Wednesday, December 18
Council Chamber, Simcoe Hall, 4.30 p.m.

Admissions, Curriculum & Standards Subcommittee.
Wednesday, December 18
Please note: meeting cancelled.

Governing Council.
Thursday, December 19
Council Chamber, Simcoe Hall, 4.30 p.m.

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In its section on software, the Guide divides academic software by type, and it supplies for each a general discussion and detailed reviews of several of the best packages. The reviews not only list features and commands but attempt to describe the basic approach of the software in terms of advantages and limitations for academic work.

UTCS hopes to issue new editions approximately every six months. In the interim, new and revised material will be published on the Microcomputer Bulletin Board System and in hardcopy. The Guide and its updates may be purchased from the UTCS Information Office. Call 978-4990 or write to Ms. Dale Wright, Information Office, University of Toronto Computing Services, Engineering Annex, Room 206, Toronto, Ontario, Canada M5S 1A1. Messages may be sent on NetNon/BITNET to PARROTT at UTORONTO or MCCARTY at UTORONTO.

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Change not always progress, says Ross

Robin Ross, former U of T vice-president and registrar, received the degree Doctor of Laws (honoris causa) from the University of Toronto at Convocation Nov. 21. During the 24 years he served the University, Ross was responsible for a number of departments, including admissions, student records and the International Student Centre and from 1959 to 1972 also acted as secretary to the Senate. In addition, he acted as secretary of the Commission on University Government and served on numerous committees, prompting him to describe himself as "probably the most committee-ridden member in a university in which new committees had begun to spring up like mushrooms as a result of the stresses and strains caused by increasing enrolment". Following is the text of his Convocation address.

My first dealings with the University of Toronto came in 1946 when I was a young district officer in Bengal, India, in the twilight of the British Raj. I wrote to the registrar of Toronto asking about the possibility of a teaching post in Classics, and how best to equip myself for such a radical change in work. I doubt if I had expected more than a perfunctory acknowledgement. I was both surprised and delighted to receive a four-page hand-written letter full of useful advice from Gilbert Norwood, a senior professor of some distinction. I was greatly moved that a University as large as Toronto should have treated an unknown person in a distant country with such concern and courtesy. That letter left me with a feeling of warm goodwill to the University. That feeling has persisted during all the slings and arrows that have come my way from time to time during my years at the University.

Today, Toronto is a federation of four universities with a structure less easily defined than the square root of minus two. There have been sweeping changes in the last 25 years. For instance, the composition of the student body has altered to take account of immigration from many different countries into the province and city. The number of staff and students has almost quadrupled, to a total of 60,000, and this number does not include a further 50,000 students enrolled in the "non-credit" courses. In other words, the population of this University is that of a largish city. Do you realize that you are about to join a company of Toronto graduates living in nearly all the countries of the world, 213 to be exact? An operating budget of \$17 million has ballooned to nearly \$500 million. That sounds like a fairly rapid progress from rags to riches, but the rags remain and barely cover the expanded form. As the Bovey commission made clear recently, constant underfunding during the past 10 years or so is now seriously threatening the quality of education offered by Ontario universities.

Over the years, five new colleges were founded and two new campuses were established at Scarborough and Mississauga. Each of these campuses has an enrolment greater than that of some independent Ontario universities.

I should also include in this necessarily abbreviated list a dramatic

expansion of graduate studies, the building of the major library in Canada in the humanities and social sciences, and the most extensive (and varied!) building program in the history of the University.

The student movement of those days is now history, gratefully forgotten by those of us who are older and probably unknown to most of you who are graduating tonight. There were two distinct groups of student activists. Some student leaders whose names are well known in Canadian public life today forced the administration to examine its procedures and to change a number of them which were hallowed by time but not by effectiveness. They also successfully — perhaps too successfully — challenged the teaching staff on what they taught and how they taught it. They joined with the faculty in questioning whether the existing form of government (Board and Senate) was that best suited to secure and preserve the freedom of the University.

I think that in many cases the students whom I have just described did well to lodge a few barbs in the somewhat thick hide of the University. I believe that they were concerned to secure the freedom of the University.

It is also true to say that another and very different group of self-styled revolutionaries confused licence with freedom. They impressed me as a morose and humourless band of saboteurs who substituted strident confrontation for discussion, and in general used storm-trooper tactics to secure their ends. For an uncomfortable but mercifully brief period they harmed the University by antics which threatened freedom of speech and sometimes even of movement on the campus. They did little to endear themselves to the innate common sense of the Toronto university community.

These and many other changes brought about radical alterations in the governing and administrative structures of this institution. The new self-consciousness of staff and students led to years of somewhat unrewarding preoccupation with numerous proposals to change the top governing structure of the University. The existing Senate and Board of Governors were merged into a single body, the present Governing Council, on which elected representatives of the staff, students and alumni held an emphatic majority of seats. The argument ran that such a form of self-government would protect the freedom of the University from undue outside pressures; and of course this was a persuasive argument. With my 20-20 vision after the event, I wonder if this arrangement overlooked the value of a second opinion on major policy matters that could be given by a separate body? In addition, it had not been foreseen that the new elective composition of the council might complicate the efforts of its hardworking members. Perhaps inevitably, factions tended to form, resulting occasionally in partisan debate.

The developments of these years also led to new ways of administering the University. The practice was introduced of frequently changing the holders of almost all the key administrative posts, including that of the president. This had some real advan-



Robin Ross at a committee meeting in 1971, when unicameral government was taking shape at U of T

tages. It led to a constant flow of new ideas, and also greatly simplified the process of dislodging the occasional administrator who had lost his/her effectiveness. It also had a possible and dangerous disadvantage. The size and diversity of this university makes its management a difficult matter, calling for a sensitive and extensive understanding of the entire institution and its essential purposes. Perhaps we should ask ourselves: do frequent changes of administrators necessarily ensure skilful administration? There is, in my opinion, much to be said for a degree of continuity, particularly when one is faced with the management of diversity.

I also suggest that it is more than strange that having gone to endless trouble and a good deal of expense with search committees and the like to find the paragon that we want as principal, dean or chairman, we then surround the hapless object of our choice with committee after committee, thereby making it impossible for him or her to exercise much real initiative. I have sometimes reflected that the procedure is not unlike that of the mating ritual of the praying mantis in which, immediately after mating, one partner cannibalizes the other.

So, as you see, there have been difficulties and tensions in the University during the past 25 years. On the other hand, there were also great and daring achievements. The important fact is that the University continues to be peopled by many productive teachers and research scholars, and still attracts many outstanding students from all over Canada and other countries. That is the strength of the University, and that is why I am optimistic about the future of the institution from which you and I graduate tonight.

But an anxious question remains. In our increasingly anti-intellectual and unreflective society, universities are the only agencies concerned with the intellect and the maintenance of a trained intelligence. I also repeat my earlier statement that they play an essential role in preserving the freedoms of our society. As society loses faith in the great institutions of the past — in its churches and sometimes even in its governments — it must look to the universities for that objective scrutiny of its essential freedoms. We casually take these for granted. As a society, we are perilously slow to understand or openly to resist the insidious nibbling away at our personal liberties that is in danger of becoming commonplace today. Clearly, a university of the power and distinction of Toronto must play a leading part as a house of intellect and a protector of these liberties. We have to ask: can this continue to be so

with the pressures that are on the University?

External pressures include the cynical and relentless underfunding of the previous provincial government during the past dozen years or so. Financial starvation can slowly but cruelly reduce the ability of the university to carry out its many functions. For example, the university has been under continuing pressure from society to make training rather than education its main purpose. Such a pressure is hard to resist when financial support is dangerously inadequate. One inevitable result of such pressure has been to threaten the place and teaching of the humanities, and to some extent this has happened. However, I am glad to say that there is now reason for some cautious optimism that this threat is easing. As Professor Northrop Frye said in a recent interview, "It is the business of the university to maintain the capacity to articulate. The surest way to destroy freedom is to destroy the capacity to articulate freely." That is completely true and this is a truth that must always remain firmly in the minds of those who order the affairs of this or any other university.

There are also internal pressures which can blunt the capacity and determination of the university fully to discharge what I have claimed to be its two main functions as the place of intellect and an important guardian of our freedoms. For example, I have spoken of what I believe may be some structural problems in the government and administration of the University. I have no monopoly of being right in this or any other matter. All that I suggest is that the question must constantly be asked whether the structures in place are those best suited to the essential purposes of the University. When an institution becomes large and does so suddenly, it is dangerously easy to build a structure of government and administration without careful thought of the central and enduring purposes for which such a structure is being framed.

I have spoken from my heart of some of the recent affairs of a great university which has given me many years of satisfying and exciting work, and many lasting friendships — which I hope will continue to last after this address! Ever since my first dealings with it in the distant and very different days of 1946, in the distant and very different land of India, this university has meant much to me. That is why I have dared to speak tonight in a way that I hope you will regard as one of deeply concerned goodwill for the safe future of an institution with a proud past.

I wish you and the University from which you graduate every good fortune.

Letters

Finances tight, but salaries must be competitive, fair

The administration's salary and benefits negotiating team has requested that the following letter from President George Connell to Michael Finlayson, president of the U of T Faculty Association, be published in the Bulletin.

The University administration and the association worked very hard last year to reach a settlement in negotiations on salaries and benefits and were successful in achieving an agreement that found wide-spread support in the University. We enter the current negotiations in the same spirit of cooperation.

Our proposals this year will once again be informed by the general principle that the University of Toronto must continue to recognize the excellence of its faculty and librarians by ensuring the competitive position of this university in relation to other leading universities in Canada. We will be putting on the table proposals which will reconcile the need to provide salaries and benefits that maintain this competitiveness with the extremely difficult financial situation facing the University over the next two years. We are particularly concerned to ensure that the University is able to attract promising scholars at the beginning of their careers.

Furthermore, we will be proposing arrangements whereby individuals whose past achievements are already recognized by their salary level in the higher categories would have their increases tied more directly to merit assessments. At the same time, we will present proposals to ensure equitable salaries and benefits for women at the University and to assist faculty members to take advantage of opportunities to develop their academic potential in new areas of interest.

We are in the position of knowing our funding for the coming year. This knowledge brings us no comfort. It does provide us with the formidable challenge both of maintaining the quality of our institution, and of demonstrating to the government the extent to which this is jeopardized by

underfunding. We again will be confronted with a level of funding which erodes the University's ability to fulfil its academic mission, and its ability to pay competitive salaries. As a result, and as we address the question of compensation, we must act in ways which are consistent with the integrity of the University's academic programs.

Last year, I indicated the need to address various matters related to the structure and administration of salaries. During the negotiations, the prospect of creating a joint task force to undertake a full review of the matters was considered. Subsequent to the negotiations, the provost wrote to you making a specific proposal in this regard. You replied by stating that the administration should undertake whatever review it deemed necessary, and if, as a result of that review, the administration wished to propose changes, you would be pleased to consider those changes in the context of salary negotiations for 1986-87.

The provost's office has developed a number of proposals concerning salary structure. In particular, these proposals are designed to strengthen the

cost effectiveness of the PTR scheme by ensuring a greater emphasis on merit in the administration of PTR throughout the University and a closer alignment of the compensation system with the University's academic objectives. In addition, our proposals will recognize the significance of the PTR scheme to the overall compensation of faculty members and librarians. Furthermore, our proposals will give additional recognition to significant achievements, such as promotion or superior performances. Coupled with this will be the increased responsibility of the academic administration to be accountable in the award of merit. We will be bringing these proposals to the 1986-87 negotiations.

With respect to pension and other benefit matters, the administration will be proposing various new and revised programs. Among these initiatives, following a joint review of the current pension evaluation, and pursuant to a general strategy of increasing the opportunity for flexible work arrangements, we will be making proposals to move toward equitable pensions for faculty members and



librarians covered under the part-time pension plan. We expect that these proposals will be of particular significance to women.

I have asked Dean Robert Prichard of the Faculty of Law to head the University administration's negotiation team. Other members are Principal Ted Chamberlin of New College, Principal Ron Williams of Scarborough College and Vice-Provost David Cook. They will be joined by Ms. Karen Gorsline of the Personnel Department.

I hope that in these negotiations we will be able to build upon the success achieved last year, and that we will again arrive at a mutually agreeable settlement. My colleagues and I in the administration are committed to such a result.

G.E. Connell
President

University community deserves apology for both invitations to South African ambassador

While the question of divestment of holdings from South Africa is undoubtedly a legitimate issue for debate, the Hart House debates committee was extremely ill-advised to invite the South African ambassador as "honorary guest" to the University. It is important to distinguish two issues here: freedom of speech and debate which we, especially in the academic community, must safeguard, and actions that blatantly insult the dignity of constituent groups in the University.

As far as the first issue is concerned, Hart House may not have formally infringed upon freedom of speech; however, by "honouring" and hosting an authoritative speaker from one side

and not from the other (associates, say of Bishop Tutu, Boesak or the ANC), we must assume that the organizers accepted that the debate would be skewed in one particular direction because it deprived the other side of an authoritative voice of equal order. It could not be a fair debate, and it is therefore at least a question whether it was indeed a free debate.

Apart from Hart House's insistence on their questionable conception of freedom of speech, subsequent to the predictably violent disruption, the offensiveness of this event really relates to the second issue. Surely, the warden of Hart House would not allow his champions to hone their debating skills on the subject of the Holocaust with Ernst Zundel as honorary visitor; and yet, in that instance, we would be dealing with a "mere" racist propagandist, whereas beyond advocacy of racism, the South African ambassador

is a direct, culpable, representative of a criminal regime that has murdered and jailed tens of thousands of innocent people and deprives the majority of its population of fundamental rights and freedoms.

Giving such legitimacy to an ambassador from South Africa is quite obviously deeply insulting to people of colour at this university, and it is offensive to any opponent of racism and to any democrat as well.

By "honouring" the representative of a criminally racist regime, and now especially inviting him for a second time, the debates committee, the warden of Hart House and President Connell are, unwittingly perhaps, furthering racist sentiments, and those responsible for the invitations really owe an apology to us all.

Y. Michal Bodemann
Department of Sociology

Poor judgement shown in inviting official of repressive regime

President Connell is surely correct to argue that the University must use its full authority to enforce the policy encapsulated in the 1974 Statement on the Protection of Freedom of Speech. Every effort should be made to ensure that no group within the University be denied by coercion, intimidation or violence, the right to invite whomever it wishes to address it.

That said, it needs also to be said that the debates committee of Hart House showed extraordinarily poor judgement in inviting a salaried official of a highly repressive and racist regime to participate in a discussion of the question of Canadian disinvestment in South Africa. In my judgement only those whose interests

are dilettantist and who are seeking entertainment, not serious discussion of an important moral issue, or those who are at some level within themselves racist would favour the participation of the South African ambassador in a university discussion of this issue. It follows, I believe, that while the warden of Hart House was correct not to have used his authority to try to block the invitation to the ambassador, he ought to have questioned the invitation and in no way to have added credibility to the occasion by being present.

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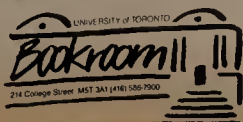
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